

**MARQUETTE UNIVERSITY**  
**Office of the Provost**

**Academic Division Directive**

**TO:** Deans and Department Chairs  
**FROM:** Dr. Madeline Wake, Provost  
**DATE:** July 18, 2007  
**SUBJECT:** Faculty Hiring to Promote Diversity (Reissue)

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Our current 15.1 percent diversity among full-time faculty is out of step with local and national demographics. Also, our students miss out on the richness of a more diverse faculty. We will not increase faculty diversity if our hiring pools remain mostly white Americans.

Therefore, diverse hiring pools will continue to be required. New full-time faculty hires will not be approved unless there is a diverse candidate in the interview pool. "Diversity candidates" is defined as different from White Americans and includes those from under-represented groups, such as, African Americans, Hispanic Americans, and Native Americans as well as foreign born individuals, such as those from Eastern Europe, Africa, and Asia. Formal offers and contracts require my approval through Suzanne Abler. We will continue to hire the most qualified candidate from the applicant pools.

In view of the difficulties of recruiting for some disciplines and the prohibition of requiring a candidate to disclose race or nationality Dr. Keenan Grenell, Associate Provost for Diversity, will assist in seeking diverse candidates for any hiring pool. The process to seek the rare exception to this directive requires the search coordinator or department chair to request an exception to the directive. The request must be submitted to the Provost for approval and be accompanied by a letter from the dean attesting to the effort to develop a diverse interview pool and recommending the exception.

Please contact me if you have any questions.

cc:  
Dr. Keenan Grenell  
Ms. Suzanne Abler